



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

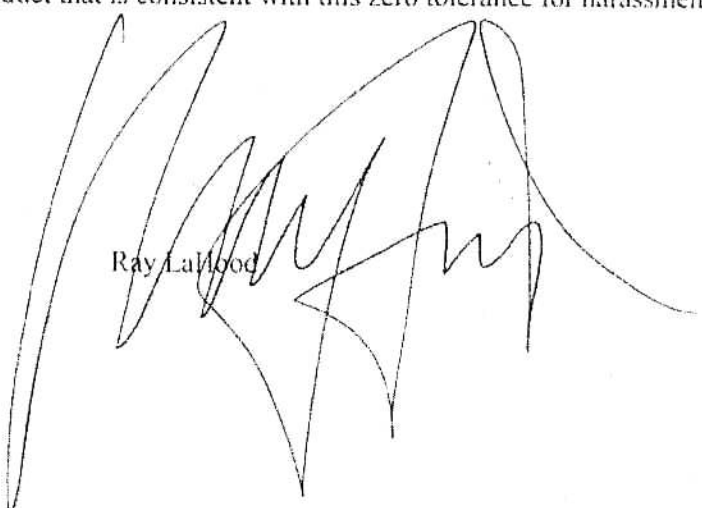
**Policy Statement on the Prevention of Harassment
2009**

The U.S. Department of Transportation is committed to zero tolerance for harassment on the basis of race, color, national origin, religion, sex, age (40 and over), disability, sexual orientation, or protected activity. Harassment in this context is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. As Secretary of Transportation, I am committed to our long-standing policy that harassment will not be tolerated and must not occur.

Employees who believe that they have been victims of harassment may, without fear of reprisal, seek the immediate assistance of a management official or their office of human resources. In addition, the employee can contact an equal employment opportunity counselor or their office of civil rights. Any manager or supervisor who becomes aware of harassment must take immediate and appropriate corrective action to ensure that the harassment stops and does not recur. Violations of the law prohibiting harassment or violations of this policy will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This also includes cases where a manager or supervisor should have known about the harassment and failed to take prompt and appropriate corrective action.

I am committed to providing a workplace free from harassment where every employee is treated with respect and dignity. I expect each employee to join me in ensuring a harassment-free workplace through engaging in conduct that is consistent with this zero tolerance for harassment policy.

Ray LaHood

A large, stylized handwritten signature in black ink is positioned over the printed name "Ray LaHood". The signature is fluid and cursive, with a prominent initial 'R' and 'L'.